

CHAPTER 2026-58

Committee Substitute for Committee Substitute for Senate Bill No. 1296

An act relating to the Public Employees Relations Commission; amending s. 110.227, F.S.; conforming final order requirements to ch. 120, F.S.; deleting a provision requiring exceptions to a recommended order to be filed within a specified timeframe; amending s. 112.0455, F.S.; revising the timeframe in which an appeal hearing must be conducted; conforming final order requirements to ch. 120, F.S.; amending s. 120.80, F.S.; providing applicability; amending s. 295.14, F.S.; conforming final order requirements to ch. 120, F.S.; reordering and amending s. 447.203, F.S.; revising and defining terms; amending s. 447.205, F.S.; revising the seal of the Public Employees Relations Commission; amending s. 447.207, F.S.; authorizing subpoenas to be served by certified mail, return receipt requested, or by personal service; revising requirements for proof of service; deleting the requirement that the commission adopt rules for the qualifications of persons who may serve as mediators; authorizing the commission, under certain circumstances, to waive the application of part II of ch. 447, F.S., rather than only specified provisions; amending s. 447.301, F.S.; revising requirements for an employee organization membership authorization form; requiring an employee organization, within a specified timeframe, to revoke the membership of and cease the collection of membership dues from a public employee; providing that a membership authorization form is valid if it meets certain requirements; revising applicability; amending s. 447.303, F.S.; conforming provisions to changes made by the act; amending s. 447.305, F.S.; revising application requirements for employee organization registration and renewal of registration; requiring an employee organization to provide an application for renewal of registration to certain persons within a specified timeframe; requiring a bargaining agent to provide a remedy for incomplete application information to the commission within a specified timeframe; requiring the commission to dismiss an application for renewal of registration under certain circumstances; requiring the commission to notify the bargaining agent when such application information is complete; requiring the bargaining agent to petition for recertification within a specified timeframe thereafter; requiring the commission or one of its designated agents to conduct an investigation if a challenge to an application for renewal of registration is filed; authorizing a designated agent of the commission to conduct an investigation to confirm validity of submitted information; exempting certain employee organizations from a specified requirement; requiring a registration fee for applications for registration and renewal of registration; requiring that certain employee organization accounts be open for inspection by any member of the organization or by the commission at a reasonable time and place; providing for the revocation of an employee organization's certification under certain circumstances; providing that decisions issued by the commission in accordance with certain provisions are final agency actions; amending s. 447.307, F.S.; revising requirements for the certification and recertification of an employee organization; requiring the commission to conduct elections by specified methods; specifying the criteria by which the commission determines the method and timing of elections; requiring the commission to conduct election by mail if requested by one of the parties; providing the timeframe for when an election by mail must be conducted; requiring the commission to provide notice of such election to certain parties within a specified timeframe; requiring an election conducted by mail ballot to include return envelopes with prepaid postage affixed,

subject to appropriation; creating s. 447.3076, F.S.; providing that a petition to clarify the composition of a bargaining unit may be filed with the commission under certain circumstances; requiring that a copy of the petition be served on certain persons; requiring the public employer to provide a copy of the petition to certain affected employees within a specified timeframe; requiring that a petition be dismissed under certain circumstances; amending s. 447.308, F.S.; revising requirements for the decertification of an employee organization; requiring an election conducted by mail ballot to include return envelopes with prepaid postage affixed, subject to appropriation; amending s. 447.309, F.S.; requiring that certain agreements be returned to the bargaining agent, rather than the employee organization; amending s. 447.401, F.S.; conforming provisions to changes made by the act; amending s. 447.403, F.S.; specifying requirements for when an impasse occurs; requiring a hearing within a specified timeframe; authorizing the recommended decision of a special magistrate from an impasse hearing to be transmitted by any method of service agreed to by the parties which establishes proof of delivery; amending s. 447.405, F.S.; conforming provisions to changes made by the act; amending s. 447.4095, F.S.; providing that implementation of appropriations from the Legislature which are specifically directed to be disbursed as salaries for employees of local governments are considered a financial urgency; requiring the chief executive officer or his or her representative to meet with the bargaining agent or its representative within a specified timeframe if the use of such funds requires modification of an agreement; providing meeting and dispute requirements; prohibiting the filing of unfair labor charges during specified time periods; providing applicability; amending s. 447.501, F.S.; requiring a public employer to provide to all registered employee organizations or petitioning employees equal access to the employer's facilities and communication systems for a specified time period; amending s. 447.503, F.S.; authorizing certain public employers, public employees, and employee organizations, or combinations thereof, to file certain charges with the commission; amending s. 447.507, F.S.; increasing fines for certain violations; amending s. 447.509, F.S.; prohibiting public employers, their agents or representatives, and any persons acting on their behalf from taking certain actions; authorizing certain actions by public employees under certain circumstances; providing applicability; amending ss. 110.114, 110.205, 112.3187, 121.031, 447.02, 447.609, and 1011.60, F.S.; conforming cross-references and provisions to changes made by the act; providing an effective date.

Be It Enacted by the Legislature of the State of Florida:

Section 3. Paragraph (c) is added to subsection (12) of section 120.80, Florida Statutes, to read:

120.80 Exceptions and special requirements; agencies.—

(12) PUBLIC EMPLOYEES RELATIONS COMMISSION.—

(c) Section 120.60 does not apply to registration of employee organizations under s. 447.305.

Section 30. This act shall take effect July 1, 2026. Approved

by the Governor May 1, 2026.

Filed in Office Secretary of State May 1, 2026.